



Windsor Health and Rehabilitation Center, LLC
581 Poquonock Avenue
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February 16, 2023

Re: Nursing Home Bills from the Human Services Committee and Aging Committee

S.B. No. 989 (RAISED) AN ACT CONCERNING NURSING HOMES.

Good Morning,

Members of the Aging Committee:

My name is Lara Alatise, the owner and Administrator of Windsor Health and Rehabilitation Center, Windsor.

I am testifying because I want the Human Services and Aging Committee to know how a new staffing mandate won't help, but will make matters worse for taking care of our vulnerable residents and patients that we serve at Windsor Health and Rehabilitation Center and in the overall Skilled Nursing Communities. The Committees should not pass SB 989 AN ACT CONCERNING NURSING HOMES FOR THIS REASON.

I have been a licensed administrator since 2001. I had worked as a C.N.A in the past. I work in healthcare because I wanted to make an impact in the lives of those who we are privileged to care for. I lost my father at age 58, and a brother at age 42, both due to poor care. I therefore, share a passion to provide quality care to our residents albeit the stringent regulations and staffing shortages.

Our facility is family owned and operated. As the day-to-day operator since January 2016, we have seen in recent times an unprecedented staffing challenge. As the Administrator, I have had to help provide direct care as staffing becomes very challenging at times. Raising the minimum staffing ratio will only compound the struggles with the ability to meet the requirement. We are paying an astronomical cost for temporary agencies with no corresponding reimbursements.

This Act of increasing minimum staffing to 4.1 hours per patient per day will have a detrimental effect on many Skilled Nursing facilities already struggling to meet the current staffing requirements. We ask that the increase in staffing ratio be suspended until the workforce challenges are improved. Also, without adequate funding, the skilled nursing facility will continue to lack the necessary capacity to hire adequate staff.



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Almost every Skilled Nursing Facilities are in the same boat - no staff, period! We can't find enough workers to fill open shifts. At Windsor Health and Rehab, we use about 40 to 50 percent of overall direct care (Nurses and C.N.As) from the temporary agencies per day. At times, it is even difficult to find those agency staff as our competitors are competing for the same staff. Agency cost is sometimes doubled the cost of staff when available. It is impossible to keep our current staff who must work overtime and be burdened by the required staffing mandate. We have also lost a lot of staff due to burnout. Mandating increased staff will mean staff will be forced to work when the staffing ratio cannot be supported by additional staff (permanent or temporary).

This is why we respectfully ask that this staffing requirement be postponed to a later time when the supply of labor can meet the demand or when adequate funding can be provided to reimburse the cost of additional staffing model. We do not have adequate funding or resources to hire extra staff now, how do we do so if the staffing requirement is increased. Please do not do this now.

Thank you for letting speak on this subject.

Respectfully submitted,

Lara Alatise,

Owner/Administrator